
POST Commission Meeting

Tuesday, April 18, 2006

MINUTES

A meeting of the POST was held on Tuesday, April 18, 2006 at KJ's Restaurant, 61 Aquidneck Avenue, Middletown, RI.

The following POST/Academy members were in attendance or absent as indicated:

Colonel Stephen M. McCartney, Chair

Chief J. David Smith, Co-Chair

Chief George L. Kelley III

Mr. Robert Driscoll

(Colonel Stephen M. Pare—absent)

Chief Anthony J. Silva, RIMPA Executive Director

Colonel McCartney called the meeting to order at 9:08 a.m. Dr. Patricia Gallagher of URI Psychological Testing was in attendance and addressed the commission about including background investigation records to her office prior to the administration of testing. Dr. Gallagher said that several departments do forward the results of background/character investigations to her office and that this information is critical to her ability to administer a valid psychological test. Dr. Gallagher does provide a written confidentiality agreement with departments that currently provide the background information. She asked that the Commission make it a requirement that all police departments furnish this information to her in a timely manner and contemporaneous with the request to

administer a test. Dr. Gallagher explained that there have been several instances where the background investigation would provide the necessary information to reach an accurate assessment on a police recruit candidate. After deliberation, the Commission members agreed that it would be in the interests of everyone to require departments to provide the background investigation to URI. A motion was made by Mr. Driscoll and seconded by Chief Smith to approve the request made by Dr. Gallagher. The motion passed 4-0.

Dr. Gallagher also addressed the Commission on her request to have departments provide a conditional offer of employment (COE) to all police recruit candidates prior to any psychological testing. Again, Dr. Gallagher explained that there have been instances where a written and acknowledged COE has not been issued to a candidate that had subsequently failed the psychological test. It was further discussed that a COE should be issued by all departments that requires, at a minimum, successful completion of the Police Academy, fitness testing, physical examination, etc. Director Silva provided a sample COE to the commission members for their review.

Dr. Gallagher said she had already reviewed the sample COE and was in favor of adopting the sample for departments to follow. A motion was made by Chief Kelley and seconded by Chief Smith to require departments, as part of the Academy application process, to issue a COE prior to psychological testing and in a similar format as

presented in the sample copy. Dr. Gallagher explained that some departments may in fact hire a candidate who has received a “2” rating on the psychological test, therefore the portion of the sample COE addressing the acceptable rating of the candidate would be discretionary for the agency.

The last item on the agenda was a discussion by Director Silva relative to the Academy FTO/Mentor program. The Academy has asked departments to appoint a department representative to serve in the role as “Mentor” for their respective recruit officers. Unfortunately, only a few departments consistently follow this request. The Director explained that the “Mentor” is a key element in the level of success of a recruit officer. A draft policy on the FTO/Mentor Program will be prepared for the next Commission meeting.

Motion to adjourn the meeting by Chief Smith and seconded by Mr. Driscoll. Motion passed 4-0 and meeting adjourned at 9:48 am.

Chief Anthony J. Silva, Executive Director